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OF THE AIR FORCE**

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**AIR ADVISOR EDUCATION
AND TRAINING**

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Chapter 1

GENERAL GUIDANCE

1.1. Purpose. The purpose of this instruction is to provide USAF guidance and direction on the education and training of Airmen conducting air advising activities and operations with partner nations.

1.2. General. The core mission of the air advisor is to impart professional aviation knowledge and skills to foreign security forces (FSF) in order to improve their airpower capabilities to meet both U.S. and partner nation objectives. Air advising consists of the following five basic activities: assessing, training, advising, assisting, and equipping. Additional information about air advisors can be found in AFI 10-4201, Volume 3 (V3), *Air Advising Operations* and Air Force Tactics, Techniques, and Procedures (AFTTP) 3-4.5, *Air Advising*.

1.2.1. The USAF organizes, trains, and equips Airmen to conduct air advising activities in support of combatant commander (CCDR) theater campaign plans (TCPs) and global campaign plans, commander Air Force Forces (COMAFFOR) campaign support plans (CSPs), and associated security cooperation country plans to execute missions governed by Titles 10 and 22 of the U.S. Code.

1.2.1.1. Security Cooperation (SC)-related activities and missions executed by air advisors include, but are not limited to, security assistance (SA), security force assistance (SFA), security sector assistance (SSA), foreign internal defense (FID), building partnerships (BP), building partner capacity (BPC), building partner aviation capacity (BPAC), aviation enterprise development (AED), and other engagements as directed by appropriate authorities. Air advising efforts help facilitate humanitarian assistance/disaster relief (HA/DR), counter drug (CD), counter transnational organized crime (CTOC), counterterrorism (CT), stability operations, and other irregular warfare (IW) activities.

1.2.2. Air advisor education and training provides Airmen with a foundational capability to successfully engage with FSF counterparts inside a partner nation. It emphasizes the right mix of language, regional expertise, and culture IAW AFI 36-4001, *Air Force Language, Region, and Culture Program*. It also develops air advisor core knowledge and skills, and required fieldcraft/force protection skills to plan, execute, and assess SC-related missions across the range of military operations in support of U.S. national interests.

1.2.3. Air advisor education and training programs develop and maintain different levels of proficiency for effective air advisor employment. Air advisor education and training is tailored to provide Airmen the necessary knowledge and skills to perform their duties in any operating environment (i.e., permissive, uncertain, and hostile environments).

1.2.4. Air advisor education and training programs ensure Airmen assigned to conduct air advisor duties obtain and maintain requisite training. These programs:

1.2.4.1. Support pre-deployment training for Airmen tasked through the Global Force Management process to fill recurring and emergent mission taskings supporting CCDR.

1.2.4.2. Support mission-ready training for designated air advisor forces/units that execute SC missions in support of CCDR objectives.

1.2.4.3. Support Airmen tasked to conduct other SC missions and activities as required.

1.2.5. Documents associated with this instruction include the Graduate Program Requirements Document (GPRD), which addresses student production for courses sponsored by Air Education and Training Command (AETC), and the Air Advisor Education and Training Program Guidance Letter (PGL), which prioritizes student production.

1.2.5.1. SOF students attending AETC-sponsored courses are included in the GPRD.

1.2.5.2. Air Force Special Operations Command (AFSOC) determines student production at AFSOC education and training venues.

1.2.5.3. The Education and Training Course Announcements (ETCA) website at <https://etca.randolph.af.mil> provides general information on General Purpose Force (GPF) air advisor and combat aviation advisor (CAA) courses and locations.

1.3. Key Definitions and Terms. Attachment 1 contains a glossary of references and supporting information, to include abbreviations, acronyms, and terms used in this publication. This document does not include a complete list of multi-Service and USAF brevity terms and acronyms that may be applicable to air advisors.

1.3.1. Air Advisor: An Airman specially trained and educated to apply aviation support and operational expertise to assess, train, advise, assist, and equip partner nations in the development, sustainment, and employment of their aviation enterprise to meet their national security needs, in support of U.S. interests. This includes both GPF and Special Operations Forces (SOF) personnel.

1.3.2. Designated Air Advisor Forces/Units: Those forces and/or units with air advising designed operational capability (DOC) statements and mission essential tasks (MET). Designated air advisor forces/units have readiness requirements for personnel, training, and equipment, if applicable, and report those requirements in status of resources and training system (SORTS) and defense readiness reporting system (DRRS). Personnel assigned to the air advising mission in designated forces/units are required to accomplish air advisor education and training at the Advanced or Basic level prior to reporting ready for the air advisor mission.

1.3.2.1. Designated air advisor forces/units that require the Advanced level of air advisor training include those assigned to conduct BPC/SFA as a primary mission such as Mobility Support Advisory Squadrons and Contingency Response Group air advisor branches.

1.3.3. Expeditionary Air Advisor Forces: Those individuals, teams, or units, who are not aligned with an air advising DOC statements or MET. Consequently, expeditionary air advisor forces have no specific readiness requirements for personnel, training, and equipment and do not report such requirements in SORTS and DRRS. Expeditionary air advisor forces are required to accomplish air advisor education and training at the Advanced or Basic level to serve in an expeditionary air advisor capacity.

1.3.4. Air Advising Augmentees: Those forces, not defined as air advisors, but who support air advising activities. Air advising augmentees require some level of training as determined

by applicable theater requirements and/or the supported organization. **Note:** See AFI 10-4201V3 paragraph 3.3.3.2. for minimum training requirements for an air advising team composition.

1.3.5. When using this instruction, the following terms apply:

1.3.5.1. *Must*, *will*, or *shall* indicate a mandatory requirement.

1.3.5.2. *Should* is normally used to indicate a preferred or recommended option or method of accomplishment.

1.3.5.3. *May* indicates an acceptable or satisfactory method or option.

1.3.5.4. *Note* indicates operating procedures, techniques, etc., which are considered necessary to emphasize.

1.4. Scope. This instruction prescribes USAF procedures and responsibilities for planning, scheduling, resourcing, managing, and executing air advisor education and training.

1.4.1. This instruction governs all USAF air advisor education and training to meet mission-ready requirements for Airmen assigned to designated and expeditionary air advisor forces/units and those selected for temporary expeditionary taskings. The portion of air advisor education and training developed to specifically meet GCC-mandated pre-deployment training requirements (e.g., force protection/fieldcraft) is subject to USAF expeditionary skills training guidance and oversight.

1.4.2. Aircrew qualification and maintenance certification programs for USAF personnel operating/maintaining non-USAF aircraft in support of SC are governed by applicable 11- or 21-series instructions and/or guidance by the governing authority. MAJCOMs may develop guidance addressing the air advisor education and training for aircrew and maintenance personnel.

1.5. Applicability.

1.5.1. The policies and requirements in this instruction apply to all Airmen specifically assigned and/or tasked to perform duties as an air advisor in support of USAF SC missions, Airmen who support air advising activities, and USAF organizations conducting air advisor education and training. It also defines Headquarters (HQ) USAF and USAF major command (MAJCOM) authorities and responsibilities related to air advisor education and training.

1.5.2. GPF, SOF, government civilians, and contractors pursuant to a contractual relationship may serve as USAF air advisors. Military members and civil servants overseeing contractors acting as air advisors must assure that contractors do not perform inherently governmental duties or engage in personal services as part of the air advisor duties performed.

1.5.2.1. Contractors adhere to the requirements of the governing contract. Every attempt shall be made to integrate the education and training requirements in this instruction and methods for funding these requirements into contracts for air advisors.

1.6. Air Advisor Education and Training Course Guidance. Airmen conducting air advising missions will be qualified at the minimum level required per unit MET or as a result of specific mission task requirements (**T-1**). Air advisor training levels are defined in this instruction as either the Basic, Advanced, or CAA. MAJCOMs conducting air advisor education and training

will develop syllabi in accordance with these levels and the education and training standards specified in this instruction. MAJCOMs possessing designated forces/units will establish air advisor continuation training requirements and may supplement pre-deployment training requirements established in this instruction for their assigned forces (T-1).

1.6.1. Airmen requiring air advisor education and training may complete other approved military branch, government agency, or partner nation education and training courses that meet the requirements published in this instruction. HQ AETC/A3Q serves as the approval authority for GPF seeking this option, and AFSOC serves in this capacity for SOF.

1.6.2. GPF education and training enables GPF air advisors to operate independently of, integrate with, or augment USAF SOF advisors.

1.6.3. SOF advisors are unique in that they generally fill SOF-specific requirements and operate in sensitive, austere environments under the control of the theater special operations command (TSOC), a joint special operations task force, or another SOF command and control element.

1.7. Air Advisor Scheduling Priorities. The annual Air Advisor Education and Training PGL provides MAJCOMs conducting air advisor education and training with a forecast of requirements for the execution year to facilitate programming, scheduling, and allocation of air advisor courses. It also serves as the means to determine funding levels.

1.7.1. The following priority levels shall be used to determine training requirements that emerge after the PGL has been determined:

1.7.1.1. Priority 1: Contingency operations for USAF, other services, U.S. government (USG), and contractor personnel who are acting as air advisors per CCDR direction. A named operation like Operation ENDURING FREEDOM is an example of this category of education and training.

1.7.1.2. Priority 2: Designated forces/units whose specific mission is to engage with partner nation counterparts in support of SC activities that are linked to COMAFFOR CSPs or CCDR TCPs. Examples of this category of education and training include:

1.7.1.2.1. Air Force Special Operations Air Warfare Center (AFSOAWC).

1.7.1.2.2. 571st and 818th Mobility Support Advisory Squadrons (MSAS).

1.7.1.2.3. Contingency Response Group/Contingency Response Forces (CRG/CRF) air advisor branches.

1.7.1.2.4. Inter-American Air Forces Academy (IAAFA) instructors serving as a designated force for security assistance team (SAT)/mobile training team (MTT) augmentation.

1.7.1.2.5. U.S. Air Forces Central Command Air Warfare Center (AAWC).

1.7.1.2.6. Other USAF organizations identified as designated air advisor forces/units.

1.7.1.3. Priority 3: Expeditionary air advisors whose mission includes engaging with partner nation counterparts in support of SC activities. Examples include: USAF personnel tasked to support offices of security cooperation in U.S. embassies and similar SC programs along with country-specific SC programs such as:

- 1.7.1.3.1. USAF Afghanistan-Pakistan Hands (AFPAK Hands).
- 1.7.1.3.2. Extended training service specialists (ETSSs).
- 1.7.1.3.3. USAF international health specialists (IHS), medical embedded training teams (ETTs), medical MTTs, and other health professionals tasked to perform air advising activities.
- 1.7.1.3.4. AFSOC aircrew, medical personnel, and other Service support personnel.
- 1.7.1.3.5. National Guard State Partnership Program (SPP).
- 1.7.1.3.6. 820th Base Defense Group personnel supporting air advising activities.
- 1.7.1.3.7. USAF SATs/MTTs or other SATs/MTTs supporting SC missions.
- 1.7.1.3.8. Defense Language Institute English Learning Center (DLIELC), Defense Institute for Medical Operations (DIMO), and USAF School of Aerospace Medicine (USAFSAM) instructors tasked to deploy in an air advising capacity.
- 1.7.1.3.9. C-MAJCOM/C-NAF staff members typically assigned to Air Force Forces A5I and A5X divisions and expected to conduct campaign support and country planning and/or perform air advising activities.
- 1.7.1.4. Priority 4: Other military branches, other USG, and contractor personnel who are deploying in an aviation or aviation support capacity to conduct SC/BP/SFA activities. This category also includes partner nation personnel performing air advisor duties.
- 1.7.1.5. Priority 5: All other government/Service personnel requiring SFA education and training not related to air advisors (e.g., U.S. Army personnel in country-specific SC programs, such as AFPAK Hands).
- 1.7.1.6. Priority 6: U.S. government organizations or individuals seeking specific education and training, such as fieldcraft/force protection courses, to operate more safely and effectively in an unfamiliar environment. This category is used for personnel that, while not conducting an SC/BP/SFA mission, could benefit from courses offered at an air advising venue. Examples include Airmen tasked to deploy to a hostile environment for duties not directly related to air advising.
- 1.7.2. In the event that education and training venue capacity cannot accommodate all customers within a given priority level, AF/A3O will adjudicate.
- 1.7.3. The MAJCOM functional manager for the applicable air advisor education and training (i.e., HQ AETC/A3Q for GPF and AFSOC for SOF) approves out-of-cycle requests for education and training if within the capacity of applicable air advisor education and training venues. If requirements exceed capacity, the governing MAJCOM has the following options:
 - 1.7.3.1. Request the MAJCOM requiring out-of-cycle training provide additional funding/resources to meet the requirement.
 - 1.7.3.2. Submit an estimate of the resources needed to meet the requirements to AF/A3OM for consideration.

1.7.3.3. Grant an exemption/waiver as detailed in paragraph 1.7.

1.7.3.4. When feasible, rearrange the air advisor education and training schedule or make other adjustments to accommodate the out-of-cycle request.

1.7.3.5. Disapprove the request.

1.8. Exemptions and Waivers.

1.8.1. Unless specified or otherwise delegated elsewhere in this instruction, AF/A3OM is the waiver authority for this instruction. IAW AFI 33-360, specific waiver authorities are outlined using the Tier “(T-X)” nomenclature [e.g., “(T-0)”, “(T-1)”, etc.] throughout the instruction.

1.8.2. Course Syllabus Waivers and Exemptions.

1.8.2.1. Exemptions may be granted when other education and training or experience meets or exceeds a specific air advisor syllabus requirement or set of requirements.

1.8.2.2. A waiver applies when the appropriate agency authorizes, on a case-by-case basis, a request to deviate from an approved syllabus or course requirement.

1.8.2.3. HQ AETC/A3Q is the authority for granting waivers and exemptions to specific GPF air advisor course syllabi to include the Air Advisor Education and Training Level Qualitative Requirements as described in Table 3.2.

1.8.2.4. AFSOC is the authority for granting waivers and exemptions to SOF-specific and CAA course syllabi to include the Air Advisor Education and Training Level Qualitative Requirements as described in Table 3.2.

Chapter 2

ROLES AND RESPONSIBILITIES

2.1. Overview. This chapter describes the roles and responsibilities of organizations involved in air advisor education and training programs. Roles and responsibilities include the validation/approval, development, oversight, and management of air advisor education and training programs. Responsibilities associated with air advisor instructor education and training can be found in Chapter 5 of this instruction.

2.2. Deputy Chief of Staff, Operations (AF/A3).

2.2.1. Coordinates with AF/A1 on the implementation and maintenance of a capability to track air advisor education and training of military and USAF civilian personnel to meet guidance in CJCSI 3210.06, *Irregular Warfare*.

2.2.2. Coordinates with AETC to ensure appropriate air advisor education and training is available for all USAF military, civilian, and contractor personnel performing GPF air advisor activities.

2.2.3. Assists in identifying air advisor education and training requirements for personnel deploying in support of assignments generated at HQ USAF level.

2.2.4. Coordinates with AFSOC to ensure USAF meets SOF advisor requirements.

2.2.5. Adjudicates air advisor training priorities in the event that education and training venue capacity cannot accommodate all customers within a given priority level.

2.3. Deputy Chief of Staff, Manpower and Personnel (AF/A1).

2.3.1. Coordinates with SAF/IA and HAF Staff on the implementation and maintenance of a capability to track air advisor education and training of military and USAF civilian personnel to meet direction in CJCSI 3210.06. Coordinates with AFRC and ANG to ensure similar tracking is accomplished throughout the total force.

2.4. Deputy Chief of Staff, Logistics, Engineering and Force Protection (AF/A4).

2.4.1. Serves as USAF proponent for air advisor education and training of Engineering Civic Action Engagement Programs (ENCAP), Explosive Ordnance Disposal (EOD) support to Humanitarian Mine Actions, Exercise Related Construction (ERC), Afghanistan Infrastructure fund, and other construction activities.

2.4.2. Provides HQ USAF-level guidance and subject matter expertise for the development of engineering, logistics, maintenance, and security forces-related air advisor education and training course material.

2.5. Deputy Chief of Staff, Strategic Plans and Requirements (AF/A5/8).

2.5.1. As the USAF OPR for SC operational planning, provides HQ USAF-level guidance on the requirements for the development of related air advisor education and training course material. Coordinates with AFSOC as required to accomplish this task.

2.6. Director, Studies, Analyses and Assessments (AF/A9).

2.6.1. Provides AF/A3, AF/A5/8, and AETC with advice and guidance on the development of air advisor education and training requirements and course material related to analysis and assessment.

2.7. Surgeon General of the Air Force (AF/SG).

2.7.1. Serves as USAF proponent for air advisor education and training of International Health Specialists (IHS), medical embedded training teams, medical mobile training teams, and other health professionals tasked to perform air advising activities, and coordinates with AFSOC concerning SOF-specific requirements.

2.7.2. Provides HQ USAF-level guidance and subject matter expertise for the development of medical- and health-related air advisor education and training course material, to include other service coordination on tactical combat casualty care (TCCC) skills and/or combat life saver (CLS) requirements.

2.8. Deputy Under Secretary of the Air Force for International Affairs (SAF/IA).

2.8.1. Assists in determining air advisor education and training requirements for personnel involved in SA programs and initiatives.

2.9. AETC/CC.

2.9.1. Serves as the lead MAJCOM for GPF air advisor education and training oversight, policy, guidance, and resourcing.

2.9.2. Coordinates with HQ USAF, SAF/IA, Joint Staff, MAJCOMs, C-MAJCOMs/C-NAFs, and other agencies to establish and validate GPF air advisor education and training requirements.

2.9.2.1. Air Force Security Assistance Training (AFSAT) Squadron. Coordinates with appropriate agencies to determine air advisor education and training requirements for SAF/IA-directed missions and to arrange for the completion of appropriate course material.

2.9.3. Participates in theater SC education and training working groups, as required.

2.9.4. Conducts recurring curriculum reviews with participation of key stakeholders including HQ USAF, SAF, MAJCOMs, and C-MAJCOMs/C-NAFs.

2.9.5. Approves specific GPF air advisor course syllabi and serves as the authority for granting waivers, exemptions, and interim changes to these syllabi and attendance of associated courses.

2.9.6. Develops and manages GPF air advisor education and training Advanced Distributed Learning (ADL) course material, as required.

2.9.7. Captures and maintains a repository of lessons learned from GPF air advisor training and advising activities.

2.9.8. Develops and maintains training instructions for additional aircraft that are not part of the USAF inventory.

2.10. AFSOC/CC.

- 2.10.1. Serves as the lead MAJCOM for combat aviation advisor education and training oversight, policy, guidance, and resourcing.
- 2.10.2. Participates in theater SC education and training working groups, as required.
- 2.10.3. Serves as functional manager for the education and training of CAAs and other SOF personnel, determines CAA and other SOF personnel education and training requirements, and ensures the required education and training is accomplished.
- 2.10.4. Serves as the authority for granting waivers and exemptions to SOF-specific course syllabi and course attendance.
- 2.10.5. Develops and manages SOF air advisor education and training ADL course material, as required. Coordinates with AETC, as required, to execute this responsibility.
- 2.10.6. May also conduct GPF air advisor education and training after coordination with AETC in accordance with paragraph 2.4.4.
- 2.10.7. Captures and maintains a repository of lessons learned from CAA training and activities.

2.11. Commanders of C-MAJCOMs/C-NAFs.

- 2.11.1. Coordinate with the MAJCOM responsible for air advisor training and deploying organizations to determine education and training requirements for individuals/teams expected to perform air advising activities in their area of responsibility. **Note:** TSOCs or USSOCOM performs these actions for SOF air advisors.
- 2.11.2. Determine and communicate through the request for forces process when specific individuals, teams, or categories of personnel require air advisor education and training beyond the minimum requirements specified in this instruction.
- 2.11.3. Participate in theater SC education and training working groups, as required.
- 2.11.4. Inform AETC, AMC, and AFSOC training venues on the most current deployed theater equipment requirements.

2.12. Commanders of Supporting Commands (including AFRC and ANG).

- 2.12.1. MAJCOMs providing personnel for air advising activities ensure personnel selected for air advising activities have the appropriate maturity, interpersonal skills, Air Force Specialty Code (AFSC), skill level, and air advisor training to meet mission requirements.
- 2.12.2. MAJCOMs may develop unique selection processes to assess, screen, and select air advisors as appropriate for mission accomplishment. See AFI 10-4201V3 for more information on personnel selection and management.
- 2.12.3. **(AFRC and ANG Only)** Coordinate with AF/A1 on the implementation and maintenance of a capability to track air advisor education and training of military and USAF civilian personnel to meet direction in CJCSI 3210.06.

2.13. Unit Commander Responsibilities.

2.13.1. Squadron commanders, or designated representatives, will assist in tracking the education and training of military personnel by awarding special experience identifiers (SEI) to qualified air advisors (T-1).

2.13.1.1. Eligibility for a Basic Air Advising or Advanced Air Advisor SEI is based on the completion of a formal air advisor training course, as defined in Chapter 3, and a successful air advisor mission.

2.13.1.2. Additional information on SEIs can be found in AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)*, the *Air Force Officer Classification Directory*, *Air Force Enlisted Classification Directory*, and the *Personnel Services Delivery Guide*.

2.14. Student Responsibilities.

2.14.1. Complete all prerequisites, such as weapons qualification and preparatory on-line coursework, IAW prerequisite guidelines (T-1) (Geographic command-specific requirements, T-0)

2.14.2. Adhere to air advisor education and training reporting instructions. Refer to these reporting instructions for current student equipping requirements, options, and procedures (T-1).

2.15. Contractor Personnel.

2.15.1. When requesting education and training pursuant to their contract, contractor personnel follow guidance in *ETCA General Procedures*, Table 5.2. Prerequisites for Air Force Providing Training to Those Under Contract to USAF <https://etca.randolph.af.mil> under “Procedures” Tab) (T-1).

Chapter 3

AIR ADVISOR EDUCATION AND TRAINING LEVELS

3.1. Common Training Standards for SFA Missions.

3.1.1. Common SFA Training Standards. To meet DoD requirements for SFA training, the joint community has established recommended SFA training standards, codified in a standard list of knowledge, skills, abilities, and attitudes (KSAAAs), that consist of: (1) individual-enabling tasks/skills; (2) collective-enabling tasks; and (3) developmental tasks.

3.1.1.1. DoD Directive 5100.01, *Functions of the Department of Defense and Its Major Components*, requires the Services to organize, train, and equip forces to contribute unique service capabilities to conduct SC and SFA activities.

3.1.1.2. The master task list (MTL) of common training standards for SFA enables the Services to accurately identify, track, manage, and certify individuals who possess all or an applicable/necessary portion of the SFA individual, collective, and developmental KSAAAs.

3.1.2. Air Advisor Education and Training Standards. This instruction establishes levels of air advisor education and training consistent with applicable recommendations in the DoD's *Guidance on Common Training Standards for Security Force Assistance* and includes additional USAF-specific air advisor training requirements. These air advisor education and training standards provide the mechanism by which the USAF meets applicable DoD SFA training requirements.

3.2. Air Advisor Education and Training Levels.

3.2.1. USAF air advisors are trained at the Basic, Advanced, and CAA levels. See Table 3.1. Air Advising Education and Training Levels, for further description of each training level.

3.2.1.1. Basic Level. The Basic air advisor education and training level is designed for Airmen tasked to conduct advising missions with limited scope, complexity, or duration in a permissive environment. An Airman may be tasked to perform basic air advising activities in support of an expeditionary advisor team, as an augmentee to an advanced or SOF advisor team, or as a result of being assigned to a unit with a BPC/SFA MET in addition to its primary mission.

3.2.1.1.1. Regional experience and language capability are not essential to a Basic air advisor qualification. However, due to mission requirements, personnel who possess regional experience or language capability may be tasked to perform basic advisor duties when required.

3.2.1.2. Advanced Level. The Advanced air advisor education and training level enables Airmen to perform duties in either a permissive, uncertain, or hostile environment. Graduates possess in-depth training that incorporates additional air advisor skills, language, regional expertise, culture, planning, assessment, and force protection/fieldcraft skills. These skills prepare an air advisor to develop a partner nation's aviation enterprise and conduct more complex tasks, with a larger scope, on a more frequent basis, or for a

long duration. Advanced air advisors specialize in regional expertise and culture and maintain language proficiency appropriate to their operating environment. Unit commanders will ensure air advisors have an appropriate language capability for the mission assigned (T-2). If an advisor is in a language coded billet the minimum Defense Language Proficiency Test (DLPT) score should be no lower than a 1/1. The commander will base language requirements upon the BP/BPC/SFA Air Advisor Operations Mission Essential Task (MET) and supported theater requirements. Advanced air advisors are assigned to designated forces/units with a primary BPC/SFA MET (T-2).

3.2.1.3. CAA level. The CAA education and training level meets all SFA requirements and air advisor course graduates at this level possess/demonstrate the KSAs required to perform SOF-related air advisor duties. CAAs maintain the highest language, regional expertise, and culture proficiency per SOF-directed requirements.

Table 3.1. Air Advisor Education and Training Levels

| Category | Basic | Advanced | CAA |
|--|---|---|--|
| Description | Performs Simple/Least Complex Air Advisor Tasks | Performs More Complex Air Advisor Tasks Supporting FSF AED | Performs SOF-level Complex Air Advisor Tasks |
| Compatibility with Joint SFA Requirements/KSA As | Minimum Level of Training Meeting Applicable SFA and USAF Standards | Highest Level of Training Meeting Applicable SFA and USAF Standards | SOF Level of Training Meeting SFA and USAF Standards |
| Graduate's Operating Environment | Permissive | Permissive, Uncertain, and/or Hostile | Permissive, Uncertain, and/or Hostile |
| Primacy/Frequency of Graduate's Air Advisor Duties | Secondary Duty; Less Frequent | Primary Duty; Frequent | Primary or Secondary Duty; Frequent |
| Duration of Graduate's Air Advising Activity | Short-Medium | Short, Medium, Long | Short, Medium, Long |

3.3. Air Advisor Education and Training Requirements.

3.3.1. This section discusses the categories of individuals or groups required to complete air advisor education and training at differing levels.

3.3.2. The requirement for air advisor education and training is in addition to any required flying and maintenance-specific training in non-USAF aircraft.

3.3.2.1. Individuals who have previously performed air advisor duties may seek a waiver to these requirements IAW paragraph 2.4.4, 2.5.3, and 4.5.

3.3.3. Basic Air Advisor Education and Training. Individuals or groups in the following categories will receive Basic air advisor education and training at a minimum (T-2):

3.3.3.1. IAAFA.

3.3.3.2. AAWC.

3.3.3.3. DLIELC, DIMO, and USAFSAM instructors tasked to deploy in an air advising capacity.

3.3.3.4. ANG personnel conducting air advising activities in conjunction with SPP and receiving SC-related taskings through the ANG BP Branch. **Note:** This requirement for education and training applies to air advising activities conducted in a partner nation.

3.3.3.5. AFRC personnel receiving air advising-related taskings through the AFRC Force Generation Center.

3.3.3.6. USAF GPF IHS, medical ETTs, medical MTTs, and other health professionals tasked to perform air advising activities.

3.3.4. Advanced Air Advisor Education and Training. Individuals or groups in the following categories will receive Advanced air advisor education and training at a minimum (**T-1**):

3.3.4.1. Air advisors assigned to CRGs.

3.3.4.1.1. 571 and 818 MSAS.

3.3.4.1.2. 435th Air Advisor Branch.

3.3.4.1.3. 36 CRG Air Advisor Cadre.

3.3.4.2. Air advisors supporting contingency or combat operations (e.g., Operation ENDURING FREEDOM-Afghanistan).

3.3.4.3. ETSSs.

3.3.4.4. USAF participants in country-specific SC programs, such as AFPAK Hands, and other Services' personnel participating in similar programs.

3.3.4.5. Other designated air advisor forces/units, as required.

3.3.5. CAA Level Air Advisor Education and Training.

3.3.5.1. SOF mission enablers, such as security forces, intelligence, communications, maintenance, medical, survival, evasion, resistance, and escape (SERE), combat control team, pararescue, and aircrew flight equipment personnel assigned to units or unit type codes (UTC) tasked to provide support to CAA.

3.3.5.2. Other personnel as determined by AFSOC, USSOCOM, or TSOCs.

3.3.6. Augmentees supporting air advising activities, not addressed in Basic, Advanced, or CAA air advisor education and training, require some level of training as determined by applicable theater requirements and/or the supported organizations.

3.4. Air Advisor Education and Training Methods.

3.4.1. Air advisor education and training may be offered in-residence at an air advisor training school or via a mobile training team at a location convenient to the customer.

3.5. Air Advisor Education and Training KSAs.

3.5.1. MAJCOMs conducting air advisor education and training will develop air advisor course material that ensures graduates meet the KSAs corresponding to each level.

3.5.2. Paragraph 3.6 (below) lists each of the KSAAAs in text format. The level of knowledge required in each of these areas is consistent with the corresponding conditions and standards in the DoD *Guidance on Common Training Standards for Security Force Assistance*. The KSAA list is all inclusive. To determine the KSAA applicability by air advisor level and required skill, see Table 3.2: Air Advisor Education and Training Level Qualitative Requirements.

3.6. Determining Requirements for Air Advisor Training. The following examples are designed to describe a situation and analyze training requirements based on complexity/scope of air advisor task, operating environment, and the primary/secondary nature of the advisor duties.

3.6.1. Owning MAJCOMs will conduct a thorough analysis of the mission requirements that govern their designated air advisor unit taskings. The mission analysis will evaluate both air advisor mission complexity and the operating environment. Based on this analysis, the training requirements will be defined as either Basic, Advanced, or CAA. Personnel meeting the qualitative requirements in Table 3.2. and any additional unit- or MAJCOM-required training shall be reported as mission ready (**T-3**).

3.6.1.1. Example analysis:

3.6.1.1.1. Designated Air Advisor Forces/Units (primary BPC/SFA MET). A CONUS- or OCONUS-based unit has the primary task to conduct air advising activities with FSF units. These missions routinely require an air advisor to operate in a less-developed country that has no indigenous US military presence or support, and missions require FSF qualification training on a complex task. Missions could also include operational-level advising on organizing, training, and equipping FSF aviation forces. Advanced air advisors may also support the development or restructuring of the FSF aviation enterprise in accordance with theater campaign plans and overall U.S. regional strategies.

3.6.1.1.2. Designated Air Advisor Forces/Units (additional BPC/SFA MET). A theater-based USAF unit has the task to conduct routine mil-to-mil engagement in a permissive environment with a locally-based FSF unit that has similar mission and/or capability. These units have a small cadre of assigned personnel qualified as air advisors to lead and participate in partner nation engagements as an additional duty. The tasks often involve simple/basic interoperability and shared training. Advisors at this level generally do not provide qualification-level training to the FSF.

3.6.1.1.3. Expeditionary Air Advisor Forces. Expeditionary air advisors are Airmen that fill temporary duty positions as an air advisor external to their normal duties or unit of assignment. These Airmen operate for short durations in small teams, as an augmentee to a designated air advisor force/unit, or as part of a larger expeditionary air advisor unit for longer durations.

3.6.1.1.4. Air Advisor Augmentees. Airmen who support air advising activities on an as needed basis without an enduring requirement for air advisor training. Air advisor augmentees require some level of training as determined by applicable theater requirements and/or supported organization.

3.7. Air Advisor KSAs.

3.7.1. Air Advisor KSAs. For more detail on the specifics of each KSA and applicable air advisor training requirements refer to DoD Memo: *Guidance on Common Training Standards for Security Force Assistance*. The common SFA standards are guidance, offer a set of benchmarks to identify and train Airmen to conduct SC events, and articulate to planners the capabilities and skill sets required when requesting forces. MAJCOMs may issue supplementary instructions when deemed necessary to provide for unique requirements within their organizations.

3.7.1.1. Individual-enabling KSAs.

3.7.1.1.1. Qualified as an instructor in a given AFSC and/or is a graduate from an USAF-approved instructor certification course.

3.7.1.1.2. Possess regional experience at “Novice” or “Associate” competency level in accordance with CJCSI 3210.06.

3.7.1.1.3. Possess Level 1 or Level 2 knowledge of Security Cooperation, Security Assistance and Foreign Military Sales IAW with Defense Institute of Security Assistance Management (DISAM).
http://www.disam.dsca.mil/pages/courses/online/sc_fam.aspx?tab=reg
and <http://www.disam.dsca.mil/pages/courses/online/scm-oc-ol.aspx?tab=reg>

3.7.1.1.4. Receive minimum of 10 hours of classroom and practical application in advisor skills, the role of the advisor, and associated complexities of working with partner nation FSFs.

3.7.1.1.5. Possess knowledge of IW.

3.7.1.1.5.1. Possess knowledge of insurgencies.

3.7.1.1.5.2. Possess knowledge of counterinsurgency (COIN) and associated Tactics, Techniques, and Procedures (TTPs).

3.7.1.1.5.3. Possess knowledge of FID and associated TTPs.

3.7.1.1.6. Proficient and qualified in required AFSC dictated by the mission.

3.7.1.2. Collective-enabling KSAs.

3.7.1.2.1. Conduct mission analysis and planning to determine roles and missions of the FSF. Conduct pre-deployment site surveys (PDSSs) and SFA planning process. Ensure familiarity with applicable U.S. and host nation laws and agreements.

3.7.1.2.2. Possess capability to conduct operational assessment of FSF capabilities.

3.7.1.2.3. Provide effective FSF development that supports partner nation government legitimacy and a credible and competent FSF.

3.7.1.2.4. Build effective air advisor teams that include selection and assignment of personnel with appropriate mix of personal skills, AFSC, and other related experience and expertise supporting effective interaction with the FSF.

3.7.1.2.5. Provide force protection and sustainment of the team, including necessary emergency action procedures for a given operating environment.

- 3.7.1.2.6. Be able to operate effectively with the FSF and understand how to employ intercultural communication/understanding, to include problem solving and advisor team employment metrics.
 - 3.7.1.2.7. Conduct negotiations, mediation, and key leader engagements (KLE) with the FSF and other partner nation personnel.
 - 3.7.1.2.8. Capable of communicating with the FSF in the native language of the partner nation at the appropriate level required for mission accomplishment. When necessary, be able to communicate through an interpreter and successfully integrate interpreters into air advising activities.
 - 3.7.1.2.9. Maintain situational awareness and contextual understanding of the FSF. Be knowledgeable of the operating environment, including threats, social, cultural, religious, gender, geographic, and historical context.
 - 3.7.1.2.10. Build upon current FSF capabilities and sustainable process by being familiar with the operations standards of the FSF and past activities of other U.S. SFA operations; be capable of writing and submitting after action reports at the conclusion of the mission.
 - 3.7.1.2.11. Execute all advising actions and activities within appropriate authorized process, including information and equipment transfer, foreign disclosure, approved TTPs, and legal use of funds.
 - 3.7.1.2.12. Establish and maintain unity of effort of the air advising mission to ensure it is in line with theater campaign plan priorities and maximizes efforts of other military, interagency, intergovernmental organizations (IGO), non-governmental organizations (NGO), and coalition force activities.
- 3.7.1.3. SFA Developmental Tasks:
- 3.7.1.3.1. Organize FSF aviation units, to include all activities taken to create, improve, and integrate appropriate doctrinal principles, organizational structures, and personnel management.
 - 3.7.1.3.2. Train FSF aviation and support personnel, to include development and execution of programs of instruction and training events.
 - 3.7.1.3.3. Equip FSF aviation units, to include operational assessment, procurement, and integration of aviation material/equipment as well as the conduct of maintenance operations, processes, and sustainability.
 - 3.7.1.3.4. Build/rebuild FSF aviation infrastructure, to include all activities to create, improve, and integrate facilities such as bases, communication, ranges, and training complexes.
 - 3.7.1.3.5. Advise FSF aviation personnel by providing subject matter expertise, guidance, and counsel while carrying out assigned mission.
- 3.7.1.4. Additional USAF Requirements for Air Advisors. **Note:** Not all tasks are required for Basic air advisors, refer to table 3.2 for specific proficiency level requirements.

- 3.7.1.4.1. Understand current US, USAF, and GCC strategic guidance that affect air advising mission taskings.
- 3.7.1.4.2. Understand the principles of AED.
- 3.7.1.4.3. Understand how to develop executable and assessable event-level plans, training/capacity plans, and after-action reports with appropriate linkages to operational-level plans such as the COMAFFOR country plan.
- 3.7.1.4.4. Understand operational assessment, including how to assess progress toward the achievement of tactical-level objectives and summarize qualitative/quantitative results in an after-action report.
- 3.7.1.4.5. Capable of interacting with public affairs personnel; familiar with media relations.
- 3.7.1.4.6. Proficient at advanced weapons handling techniques and procedures.
- 3.7.1.4.7. Capable of conducting basic self-protection actions in uncertain or hostile environments.
- 3.7.1.4.8. Knowledgeable of escalation of force concepts and procedures.
- 3.7.1.4.9. Proficient at operating unique communication equipment essential to air advisor operations in uncertain and hostile environments.
- 3.7.1.4.10. Proficient at small team/unit ground tactics in an uncertain or hostile environment.
- 3.7.1.4.11. Proficient at vehicle rollover emergency procedures.
- 3.7.1.4.12. Proficient at land navigation techniques.
- 3.7.1.4.13. Knowledgeable of counter improvised explosives device (C-IED) TTPs, identification of unexploded explosive ordnance (UXO), explosive remnants of war (ERW), and how to react to these threats.
- 3.7.1.4.14. Proficient at driving fundamentals in uncertain or hostile environments.
- 3.7.1.4.15. Proficient at convoy operations in hostile environments.
- 3.7.1.4.16. Proficient at conducting operations in austere environments associated with uncertain or hostile environments.
- 3.7.1.4.17. Understand the fundamentals of dealing with FSF corruption including applicable U.S. policy and operations law.

3.8. Qualitative Requirements.

- 3.8.1. Table 3.2. below associates air advisor KSAs from Paragraph 3.6. to qualitative training measures IAW AFI 36-2201, *Air Force Training Program*, Figure A4-3. See Attachment 2 for a description of the qualitative requirements.
- 3.8.2. These qualitative requirements constitute the minimum standard for completing Basic, Advanced, or CAA education and training. Additional training or higher levels of proficiency may be required or gained as a result of continuation training, additional MAJCOM standards, or GCC requirements, as applicable.

Table 3.2. Air Advisor Education and Training Level Qualitative Requirements

| KSAA Category | BASIC | ADVANCED | CAA |
|--|-------------------------------|---|---|
| Individual-enabling KSAA | | | |
| Language Capability | N/A | 40 hours; majority in formal setting (Note 7) | (IAW USSOCOM guidance) |
| Medical Capability | SABC | TCCC Course or equivalent | TCCC Course |
| SERE Capability | SERE Level A | SERE Level C or ECAC | SERE Level C |
| Antiterrorism/Force Protection Training (Note 1) | FP Lvl 1 plus GCC and FCG req | FP Lvl 1 plus GCC and FCG req | FP Lvl 2 plus GCC and FCG req |
| Proficient in instructor techniques | A | Qualified instructor in AFSC or graduate of other USAF recognized instructor course | Qualified instructor in AFSC or graduate of other USAF recognized instructor course |
| Cross-cultural Communications (Note 2) | Level 1 | Level 2 | Level 3 |
| Regional Experience/Orientation/Expertise in Applicable Geographic Area (Note 3) | Novice | Associate | Associate |
| SC, SA, FMS | B | B | Level 1/2 (Note 4) |
| Advisor-Specific Skills; Air Advising Principles, Fundamentals, and TTPs | B | B | C |
| IW | A | A | B |
| Insurgency | A | A | B |
| COIN/COIN TTPs | A | A | B |
| FID/FID TTPs | A | A | C |
| Collective-enabling KSAA | | | |
| Conduct SFA Mission Analysis and Planning | A | B | 3c |
| Assess FSF unit | A | B | 3c |
| Develop FSF | 1a | 2b | 3c |
| Build Air Advisor Team | A | B | 3c |
| Force Protection and Sustainment | A | 2b | 3c |
| Operate effectively with | A | B | 3c |

| | | | |
|---|-----|------------------|----|
| FSF | | | |
| Negotiations, Mediation, KLE, and Conflict Resolution | A | 2b | 3c |
| Interacting with Interpreters and Communicating in an Air Advisor Environment | A | 2b | 3c |
| Situational Awareness and Contextual Understanding of FSF Actions | A | B | C |
| Building upon FSF Capabilities and Sustainable Processes | A | B | C |
| Executing Actions/Activities within Appropriate/Authorized Processes | A | C | C |
| Establishing/Maintaining Unity of Effort | A | B | 3c |
| Security Force Assistance Developmental Tasks | | | |
| Organizing Aviation Units and/or Aviation Enterprise | A | B | C |
| Training Aviation Units and/or Aviation Enterprise | A | B | C |
| Equipping Aviation Units and/or Aviation Enterprise | A | B | C |
| Rebuilding/Building Aviation Units and/or Aviation Enterprise | A | B | B |
| Advising Aviation Units and/or Aviation Enterprise | A | B | C |
| USAF Specific KSAA (Note 5) | | | |
| Strategic Guidance | A | A | C |
| Aviation Enterprise and AED | A | B | C |
| Tactical-Level Plans | A | A | 3c |
| Operational Assessment | A | 2b | 3c |
| Public Affairs and Media Relations | A | B | C |
| Weapons Handling | N/A | N/A /2b (Note 6) | 3c |
| Self-Protection | N/A | 2b | 2b |
| Escalation of Force Concepts | N/A | B | C |

| | | | |
|--|-----|------------------|----|
| Air Advising Communication Equipment | N/A | 2a | 3c |
| Small Team Tactics | N/A | 2b | 3c |
| Vehicle Rollover | N/A | N/A /2b (Note 6) | B |
| Land Navigation | N/A | 2b | 3c |
| IED, UXO, and ERW Awareness | N/A | N/A /2b (Note 6) | 2b |
| High-Threat Driving Fundamentals | N/A | N/A /3c | 3c |
| Convoy Operations | N/A | N/A /2b (Note 6) | 2b |
| Austere Environment | N/A | N/A /A (Note 6) | 3c |
| Fundamentals of Corruption | A | B | B |
| <p>NOTE 1: In accordance with AFI 31-210, <i>The Air Force Antiterrorism/Force Protection (AT/FP) Program Standards</i>.</p> <p>NOTE 2: ILR skill level descriptions for competence in intercultural communication: http://www.govtilr.org/skills/competence.htm</p> <p>NOTE 3: DoDI 5160.70, Management of DoD Language and Regional Proficiency Capabilities. http://www.dtic.mil/whs/directives/corres/pdf/516070p.pdf</p> <p>NOTE 4: Complete DISAM SC Level 1 or Level 2 on-line course or classroom equivalent training. http://www.disam.dsca.mil/pages/courses/online/sc_fam.aspx?tab=reg http://www.disam.dsca.mil/pages/courses/online/scm-oc-ol.aspx?tab=reg</p> <p>NOTE 5: Added USAF requirement.</p> <p>NOTE 6: Nomenclature (“A/2b”) indicates qualitative requirements in an uncertain/hostile environment. For example, “A/2b” indicates “A” for an uncertain environment and “2b” for a hostile environment.</p> <p>NOTE 7: 40 Hours should be used to establish precursor training for advisors going to units with assigned language billets or to establish a survival and customary language capability for advisors supporting expeditionary or operational missions.</p> | | | |

Chapter 4

ADDITIONAL AIR ADVISOR EDUCATION AND TRAINING

4.1. Overview. This chapter discusses air advisor mission qualification training (MQT), continuation training, specialized training, and recertification training.

4.2. MQT. MAJCOMs with designated air advisor forces/units will ensure these units develop a MQT program that are designed to ensure personnel are mission ready and fully trained in unit-specific air advisor requirements (**T-1**). **Note:** AFSOC's advisor MQT is completed through the CAA pipeline.

4.3. Continuation Training. MAJCOMs with designated air advisor forces/units will set standards for continuation training that are designed to ensure individuals maintain proficiency in applicable air advisor KSAs (**T-1**).

4.4. Specialized Training. While priority is placed on course material that meets air advisor education and training standards, MAJCOMs are authorized to build syllabi and provide specialized training in addition to the courses associated with each air advisor training level.

4.4.1. Examples of specialized training include advanced language education and training, education and training on specialized skills and programs, aircraft qualification training, alternative weapons familiarization training, or advanced weapons qualification training.

4.4.2. In order to allow a previously trained air advisor to deploy elsewhere, an individual trained in one language, regional expertise, or culture may receive specialized training in another language, regional expertise, or culture.

4.4.3. USAF officers preparing to serve as defense/air attachés and regional affairs strategists receive specialized training to cover specific air advisor responsibilities (e.g., core air advisor KSAs) not addressed elsewhere in their education and training. HQ AETC/A3Q, in coordination with SAF/IA, determines the need and assists in developing associated training requirements if necessary.

4.4.4. Specialized courses may also meet previously-discussed, MAJCOM-directed continuation training requirements.

4.5. Requalification Training.

4.5.1. MAJCOMs conducting air advisor education and training will develop requalification standards that meet mission requirements (i.e., Basic, Advanced, CAA) and take into account previous qualification and experience level of the air advisor.

4.5.2. Previously qualified Basic air advisors upgrading to Advanced or CAA will attend the full Advanced or CAA course (**T-1**).

4.5.3. Individuals who have not served in an air advisor capacity or have not conducted air advisor education and training in over 24 months require requalification training prior to conducting air advising activities (**T-1**).

Chapter 5

AIR ADVISOR INSTRUCTOR TRAINING

5.1. Overview. Military, government civilian, and contractor faculty and staff at air advisor education and training venues are responsible for educating and training personnel to perform air advising missions and preparing them to survive and operate in the applicable operating environment. This education and training is conducted through classroom instruction, practical applications, and exercise evaluations.

5.2. Responsibilities.

5.2.1. MAJCOM(s) with air advisor education and training oversight and management.

5.2.1.1. Develop and oversee the implementation of air advisor instructor training and certification requirements.

5.2.1.2. Develop, implement, and maintain an air advisor instructor training program and associated syllabi.

5.2.1.3. Ensure the required instructor training resources are available to personnel for the proper training and certification of newly assigned faculty.

5.2.1.4. Approve adjustments to training requirements based on a trainee's previous qualifications and experience (e.g., pre-existing instructor certification at MAJCOM-approved USAF institution).

5.2.1.5. Enable subject matter qualification in specific courses, blocks, units, or objectives of a course the individual is expected to teach.

5.2.2. Directors of Air Advisor Education and Training Venues.

5.2.2.1. Provide training in the necessary knowledge and skills that allow individuals to serve unassisted as air advisor instructors.

5.2.2.2. Develop skills that enable instructors to perform classroom, laboratory, and field instruction.

5.2.2.3. Provide training on instructional responsibilities and techniques.

5.2.2.4. Develop air advisor instructor lesson plans adjusted for trainee's previous qualifications and experience, and establish expected completion dates.

5.2.2.5. Provide training on the safe operation of the specific equipment utilized in air advisor courses the individual instructor is expected to teach.

5.2.2.6. Develop, implement, and maintain a process that provides ample supervision of the organization's instructor training program.

5.2.2.7. Maintain thorough documentation of individual training for military, government civilian, and contracted instructors, and maintain training records for all assigned instructors.

5.2.2.8. Develop, implement, and maintain a process that monitors instructor trainee progress, documents non-progression, and, when required, removes trainees from air

advisor instructor training. Training venues shall consult with civilian personnel or the contract officer representative (COR) before removing civilians or contract personnel from training (**T-2**).

5.2.2.9. Ensure ample flexibility exists to adjust instructor training to meet emerging requirements.

5.2.2.10. Develop, implement, and maintain an instructor development program and recurring evaluation requirements (i.e., instructor certification maintenance) that ensure instructors remain current in the performance of instructor duties and in the specific subject matter they instruct.

5.3. Instructor Trainee Requirements. Air advisor instructor trainees are required to:

5.3.1. Complete, within MAJCOM-established timelines, a MAJCOM- or CCAF-approved instructor qualification course that meets the guidance within this instruction (**T-0**).

5.3.2. Gain certification in cardiopulmonary resuscitation (CPR) or equivalent military training. **Note:** Requirement applies only to instructor trainees who provide fieldcraft/force protection training; MAJCOMs may allow a new instructor to teach unassisted for up to 90 days prior to gaining CPR certification (**T-0**).

5.3.3. Once certified, execute duties according to prescribed policies and maintain instructor certification as required by the current duty position.

TOD D. WOLTERS, Lt Gen, USAF
Deputy Chief of Staff, Operations

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

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<http://www.disam.dsca.mil/pages/courses/online/scm-oc-ol.aspx?tab=reg>

ILR skill level descriptions for competence in intercultural communication:
<http://www.govtilr.org/skills/competence.htm>

DoDI 5160.70, *Management of DoD Language and Regional Proficiency*, 12 June 2007:
<http://www.dtic.mil/whs/directives/corres/pdf/516070p.pdf>

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AAWC—U.S. Air Forces Central Command Air Warfare Center

ADL—Advanced Distributed Learning

AED—Aviation Enterprise Development

AEF—Air Expeditionary Force

AETC—Air Education and Training Command

AETC/CC—Commander, Air Education and Training Command

AFMAN—Air Force Manual

AFPC—Air Force Personnel Center

AFRC—Air Force Reserve Command

AFRIMS—Air Force Records Information Management System

AFSC—Air Force Specialty Code

AFSOAWC—Air Force Special Operations Air Warfare Center

AFSOC—Air Force Special Operations Command

AMC—Air Mobility Command

ANG—Air National Guard

BP—Building Partnerships

BPAC—Building Partner Aviation Capacity

BPC—Building Partner Capacity

CAA—Combat Aviation Advisor

CCAF—Community College of the Air Force

CCDR—Combatant Commander

CD—Counterdrug

C-MAJCOM—Component Major Command

C-NAF—Component Numbered Air Force

COIN—Counterinsurgency

COMAFFOR—Commander Air Force Forces

CPR—Cardiopulmonary Resuscitation

CRG—Contingency Response Group

CSP—Campaign Support Plan

CT—Counterterrorism

CTOC—Counter Transnational Organized Crime

DISAM—Defense Institute of Security Assistance Management

DIMO—Defense Institute for Medical Operations

DLIELC—Defense Language Institute English Learning Center

DSCA—Defense Security Cooperation Agency

DOC—Designed Operational Capability

DoD—Department of Defense

DOS—Department of State

EOD—Explosive Ordnance Disposal

ERW—Explosive Remnants of War

ETCA—Education and Training Course Announcements

ETSS—Extended Training Service Specialists

FCG—Foreign Clearance Guide

FID—Foreign Internal Defense
FMS—Foreign Military Sales
FSF—Foreign Security Force
GCC—Geographic Combatant Command
GPF—General Purpose Forces
GPRD—Graduate Programs Requirements Document
HA/DR—Humanitarian Assistance /Disaster Relief
HQ AETC—Headquarters Air Education and Training Command
HQ USAF—Headquarters U.S. Air Force
IAAFA—Inter-American Air Forces Academy
IAW—In Accordance With
IED—Improvised Explosive Device
IGO—Intergovernmental Organization
HIS—International Health Specialist(s)
ILR—Interagency Language Roundtable
IW—Irregular Warfare
KLE—Key Leader Engagement
KSAAs—Knowledge, Skills, Abilities, and Attitudes
MAJCOM—Major Command
MET—Mission Essential Task
MQT—Mission Qualification Training
MSAS—Mobility Support Advisory Squadron
MTL—Master Task List
MTT—Mobile Training Team
NGO—Nongovernmental Organization
OPR—Office of Primary Responsibility
OSD—Office of the Secretary of Defense
ORM—Operational Risk Management
PGL—Program Guidance Letter
PN—Partner Nation
POM—Program Objective Memorandum
PDSS—Pre-deployment Site Surveys

RDS—Records Disposition Schedule

SA—Security Assistance

SAF/IA—Secretary of the Air Force/International Affairs

SAT—Security Assistance Team

SC—Security Cooperation

SEI—Special Experience Identifier

SERE—Survival, Evasion, Resistance, and Escape

SFA—Security Force Assistance

SOF—Special Operations Forces

SPP—State Partnership Program

SSA—Security Sector Assistance

T-0—Tier 0 Waiver Authority

T-1—Tier 1 Waiver Authority

T-2—Tier 2 Waiver Authority

T-3—Tier 3 Waiver Authority

TCP—Theater Campaign Plan

TSOC—Theater Special Operations Command

TTPs—Tactics, Techniques and Procedures

USAF—U.S. Air Force

USAFSAM—U.S. Air Force School of Aerospace Medicine

USG—U.S. Government

UXO—Unidentified Explosive Ordnance

Terms

Advanced Distributed Learning (ADL)—An evolving, outcomes-focused approach to education, training, and performance aiding that blends standards-based distributed learning models emphasizing reusable content objects, content and learning management systems, performance support systems/devices, web applications services, and connectivity. ADL is an evolution of distributed learning that emphasizes collaboration on standards-based versions of reusable objects, networks, and learning management systems, yet may include some legacy methods and media. ADL is structured learning that takes place without requiring the physical presence of an instructor. Although the USAF uses the term *advanced distributed learning*, some federal agencies and DoD components may use the term *distance learning*. These terms refer to the same basic concept.

Advise—For purposes of this instruction, the term *advise* applies to the act of communicating professional knowledge and skills to foreign service forces personnel. The act of advising

consists of five basic activities: assessing, training, advising, assisting, and equipping. Advising involves the practical application of operational doctrine and TTPs in a partner nation and may be in the form of direct support that may or may not include combat. Advising is real-world, situation-specific, and may directly implicate the U.S. in a given partner nation contingency or operation. Generally, the step from training to advising requires approval of the U.S. President.

Air Advising—A category of related activities that provides the basic operational methods used by USAF personnel to work with partner nations to develop, sustain, and employ their aviation enterprise to meet their national security needs, in support of U.S. interests. In essence, it is the act of communicating professional knowledge and skills to partner nation personnel. Air advising occurs within the following five core tasks: assessing, training, advising, assisting, and equipping.

Air Advising Activities—For the purpose of this instruction, are defined as security cooperation efforts conducted in support of combatant commander and/or COMAFFOR/TSOC objectives across the range of military operations.

Air Advising Augmentees—Those forces, not defined as air advisors, but who support air advising activities. Air advising augmentees require a level of training as determined by applicable theater requirements and/or supported organization.

Air Advisor—An Airman specially trained and educated to apply aviation support and operational expertise to assess, train, advise, assist, and equip partner nations in the development, sustainment, and employment of their aviation enterprise to meet their national security needs, in support of US interests. This includes both Conventional and Special Operations Force personnel.

Airmen—For purposes of this instruction, applies to all ANG, AFRC, Regular Air Force, and government civilian USAF personnel.

Airpower Capabilities—For purposes of this instruction, includes all air, space, and cyberspace capabilities that are associated with a partner nation's military-oriented aviation enterprise.

Allocation—A class seat reserved for a specific program user at their request.

Assess—Assessment is (1) a continuous process that measures the overall effectiveness of employing joint force capabilities during military operations; and (2) determination of the progress toward accomplishing a task, creating an effect, or achieving an objective. For the purposes of this instruction, the term assess is one of five basic advisor activities. In this capacity, it refers to measuring the effectiveness of security cooperation at the strategic, operational, and tactical level. It similarly refers to determining progress toward accomplishing security cooperation objectives, effects, and tasks. More specifically for the air advisor, it refers to developing an executable and assessable event-level plan and after-action report with appropriate linkages to operational-level plans. Finally, it refers to an air advisor responsibility to assess a partner nation's aviation capabilities.

Assist—For purposes of this instruction, the term *assist* applies to the act of providing support or aid to partner nation personnel executing specific missions. Assisting is one of five basic advisor activities. Assisting is a form of direct support that may or may not include combat. Generally, the step from advising to assisting requires approval of the U.S. President when the tasks are performed in conjunction with real-world military operations.

Aviation Enterprise—The sum total of all air domain resources, processes, and culture, including personnel, equipment, infrastructure, operations, sustainment, and air mindedness.

Aviation Enterprise Development (AED)—Defines the plans, programs, and activities undertaken to develop the system of systems necessary for a nation to optimize employment of national aviation resources. The total aviation resource capacity and capability of a nation is defined by the sum total of all air domain resources including humans, aircraft, processes and infrastructure in both the civilian and military/security sectors. Modern standards that function to provide efficient, safe and effective employment of national aviation resources calls for infrastructure development that considers the civilian aviation sector and the military/security aviation sector of a nation as mutually supportive systems of an integrated air domain in developing nations. (Air Force Global Partnering Strategy)

Building Partnerships (BP)—BP Joint Capability Area. The ability to set the conditions for interaction with partner, competitor, or adversary leaders, military forces, or relevant populations by developing and presenting information and conducting activities to affect their perceptions, will, behavior, and capabilities. (Quadrennial Roles and Missions Review Report, January 2009)

Building Partner Capacity (BPC)—Assisting domestic and/or foreign partners and institutions with the development of their capabilities and capacities—for mutual benefit—to address US national or shared global security interests. (Deputy Under Secretary of Defense Policy Memorandum, Joint Capability Areas). An outcome of Security Force Assistance activities, it is the development of capabilities and capacities among foreign partners for the mutual benefit of the partner and US national or shared global security interests. This definition is derived from the Tier III JCA of “building the capabilities and capacities of partners and institutions but is not defined in Joint Publications or other DOD Issuances. (SFA Lexicon and Framework)

Certification—A formal indication of an individual’s ability to perform a task to required standards.

Combat Aviation Advisor (CAA)—The CAA is a combat aviation advisor specifically organized to assess, train, advise and assist foreign aviation forces in the employment and sustainment of their own assets in both peace, war and, when necessary, integrate those assets into joint, multi-national operations. A principal objective of CAA advisory operations is to facilitate the availability, reliability, safety, and interoperability of partner nation or participating nation aviation resources to support combined Special Operations Forces. (definition extracted from AFSOCI 16-101V3, *Combat Aviation Advisor (CAA) Operations*)

Continuation Training—Additional training beyond the air advisor training levels with emphasis on ensuring designated force air advisors remain current and qualified to perform air advisor duties.

Counterinsurgency (COIN)—Comprehensive civilian and military efforts designed to simultaneously defeat and contain insurgency and address its root causes. (JP 3—24, *Counterinsurgency*)

Designated Air Advisor Forces/Units— Those forces and/or units with air advising designed operational capability statements and mission essential tasks. Designated air advisor forces/units have readiness requirements for personnel, training, and equipment, if applicable, and report those requirements in status of resources and training system and defense readiness reporting

system. Personnel assigned to the air advising mission in designated forces/units are required to accomplish air advisor education and training at the Advanced or Basic level prior to reporting ready for the air advisor mission.

Educate—The act of instructing and/or studying that is focused on creative problem solving that does not provide predictable outcomes. The act of educating encompasses a broader flow of information to the student and encourages exploration into unknown areas and creative problem solving.

Education and Training Course Announcements (ETCA)—A website that provides information on USAF education and training, to include MAJCOM procedures, fund cite instructions, reporting instructions, and listings for those formal courses conducted, administered, or managed by USAF MAJCOMs.

Equip—For purposes of this instruction, the term *equip* applies to the act of furnishing or provisioning partner nation personnel for service or action. Equipping is one of five basic advisor activities. Individuals performing air advisor may be expected to facilitate the transfer of U.S. defense articles and services under security assistance programs to eligible partner nation aviation units.

Expeditionary Air Advisor Forces— Those individuals, teams, or units, who are not aligned with an air advising designed operational capability statements or mission essential tasks. Consequently, expeditionary air advisor forces have no specific readiness requirements for personnel, training, and equipment and do not report such requirements in status of resources and training system and defense readiness reporting system. Expeditionary air advisor forces are required to accomplish air advisor education and training at the Advanced or Basic level to serve in an expeditionary air advisor capacity.

Exemption—For purposes of this instruction, the term *exemption* applies and may be granted when other training or experience meets or exceeds a specific air advisor syllabus requirement or set of requirements.

Fieldcraft—For purposes of this instruction, the term *fieldcraft* applies to an area of air advisor education and training focused on KSAs of a force protection and/or expeditionary nature. These KSAs are required to enable graduates to safely and effectively perform their duties in the expected operating environment, while protecting their equipment and other resources. Additionally, fieldcraft education and training is typically tailored to meet the requirements of an anticipated deployed location, threat, mission, and/or duty assignment.

Force Protection (FP)—The process of detecting threats and hazards to the Air Force and its mission, and applying measures to deter, pre-empt, negate or mitigate them based on an acceptable level of risk. FP is a fundamental principle of all military operations as a way to ensure the survivability of a commander's forces.

Foreign Internal Defense (FID)—Participation by civilian and military agencies of a government in any of the action programs taken by another government or other designated organization to free and protect its society from subversion, lawlessness, insurgency, terrorism, and other threats to its security. (JP 3-22, *Foreign Internal Defense*)

Foreign Military Sales (FMS)—That portion of United States security assistance authorized by the Foreign Assistance Act (FAA) of 1961 (P.L. 87-195), as amended, and the Arms Export

Control Act (AECA) of 1976 (P.L. 90-629), as amended. This assistance differs from the Military Assistance Program and the International Military Education and Training Program in that the recipient provides reimbursement for defense articles and services transferred. Also called FMS. (JP 1-02, *Department of Defense Dictionary of Military and Associated Terms*) Under this authority, the United States Government sells defense articles and services to foreign governments and international organizations.

Foreign Security Forces (FSF)—FSF include, but are not limited to, military forces; police forces; border police, coast guard, and customs officials; paramilitary forces; interior and intelligence services; forces peculiar to specific nations, states, tribes, or ethnic groups; prison, correctional, and penal services; and the government ministries or departments responsible for the above services. For purposes of this instruction, FSF also include other partners of a military nature who may not be directly affiliated with a sovereign nation.

Functional Area Manager (FAM)—The individual accountable for the management and oversight of all personnel and equipment within a specific functional area to support operational planning and execution. Responsibilities may include developing and reviewing policy; developing, managing, and maintaining unit type codes; developing criteria for and monitoring readiness reporting; force posturing, analysis, and execution activities which are crucial to the management and execution of AF readiness programs. (AFI 10-401, *Air Force Operations Planning and Execution*)

General Purpose Forces (GPF)—For purposes of this instruction, the term *general purpose forces* applies to all active duty, AFRC, and ANG military personnel not trained as SOF.

Graduate Program Requirements Document (GPRD)—A process, culminating with a document published by HQ USAF/A3O, that reflects validated, unconstrained production requirements and serves as a planning and programming document supporting program objective memorandum submissions.

Hostile Environment—Operational environment in which hostile forces have control as well as the intent and capability to effectively oppose or react to the operations a unit intends to conduct. For purposes of this instruction, a *hostile environment* is one of three operating environments established by the gaining C-MAJCOM/C-NAF or subordinate unit. A generally hostile environment and an individual air advisor's exposure to the associated threat to security would drive this designation. Air advisor training is tailored IAW this designation to ensure air advisors are capable of performing their mission in a hostile environment.

Intergovernmental Organization (IGO)—An organization created by a formal agreement between two or more governments on a global, regional, or functional basis to protect and promote national interests shared by member states. Examples include the North Atlantic Treaty Organization (NATO), European Union (EU), Association of Southeast Asian Nations (ASEAN), etc.

International Military Education and Training (IMET)—Formal or informal instruction provided to foreign military students, units, and forces on a non-reimbursable (grant) basis by offices or employees of the United States, contract technicians, and contractors. Instruction may include correspondence courses; technical, educational, or informational publications; and media of all kinds. (JP 3-22, *Foreign Internal Defense*)

Irregular Warfare (IW)—A violent struggle among state and non-state actors for legitimacy and influence over the relevant population(s). Irregular warfare favors indirect and asymmetric approaches, though it may employ the full range of military and other capacities, in order to erode an adversary's power, influence, and will. (JP 1-02)

Knowledge, Skills, Abilities, and Attitudes (KSAs)—When used in this instruction, this term refers to the KSAs required of individuals performing a range of SFA duties. These KSAs serve as the baseline for standardized SFA training requirements.

Master Task List (MTL)—When used in this instruction, this term refers to the MTL of common security force assistance training standards established to enable the Services to accurately identify, track, manage, and certify individuals who possess all or an applicable/necessary portion of the SFA individual, collective, and developmental KSAs.

Nongovernmental Organization (NGO)—A private, self-governing, not-for-profit organization dedicated to alleviating human suffering; and/or promoting education, health care, economic development, environmental protection, human rights, and conflict resolution; and/or encouraging the establishment of democratic institutions and civil society. Examples include the Red Cross / Red Crescent, OXFAM, Doctors Without Borders, etc.

Permissive Environment—Operational environment in which host country military and law enforcement agencies have control as well as the intent and capability to assist operations that a unit intends to conduct. For purposes of this instruction, a *permissive environment* is one of three operating environments established by the gaining C-MAJCOM/C-NAF or subordinate unit. A generally permissive environment or a specific lack of an individual air advisor's exposure to a threat to security commensurate with an uncertain or hostile environment would drive this designation. Air advisor training is tailored IAW this designation and the portion of training dedicated to fieldcraft/force protection may not be required.

Program Guidance Letter (PGL)—For the purposes of this AFI, a document published annually by HQ USAF/A3O that prioritizes air advisor training, serves as the means to determine funding levels, and provides MAJCOMs conducting air advisor training with a forecast of requirements for the execution year to facilitate programming, scheduling, and allocation of air advisor courses. The PGL identifies the post-pipeline technical training requirements submitted by the MAJCOMs and serves as the official tasking document enabling planners and resource programmers to acquire the necessary resources for accomplishment of the tasking.

Program Objective Memorandum (POM)—OSD-directed, service-developed document identifying money, people and equipment requirements and allocations over a specified period of time. POM funding baselines are used to develop budget level details for distribution of resources during budget execution years. The POM is developed by individual Services to set objectives for their forces, weapon systems, and logistical support within the fiscal limits assigned to them by the Secretary of Defense.

Security Assistance—Programs authorized by the Foreign Assistance Act of 1961, as amended, and the Arms Export Control Act of 1976, as amended, or other related statutes by which the United States provides defense articles, military training, and other defense related services by grant, loan, credit, or cash sales in furtherance of national policies and objectives. Also called SA. (JP 1—02)

Security Cooperation (SC)—Activities undertaken by the Department of Defense to encourage and enable international partners to take a political action in support of United States goals; provide the United States operational access; and apply capability and capacity consistent with United States defense objectives. Also called SC. (JP 1-02)

Security Force Assistance (SFA)—A subset of security cooperation, those Department of Defense activities requiring legislative authorities that contribute to unified action by the United States Government to support the development of the capacity and capability of foreign security forces and their supporting institutions. Also called SFA. (Coordinated modified definition, upon approval of JP 3-22, will be incorporated into JP 1-02).

Specialized Training—Additional training beyond the air advisor training levels developed to provide advanced skills associated with the air advisor mission.

Special Operations Forces (SOF)—Those Active and Reserve Component forces of the Military Services designated by the Secretary of Defense and specifically organized, trained, and equipped to conduct and support special operations.

Stability Operations—An overarching term encompassing various military missions, tasks, and activities conducted outside the United States in coordination with other instruments of national power to maintain or reestablish a safe and secure environment, provide essential governmental services, emergency infrastructure reconstruction, and humanitarian relief.

Tier Waiver Authorities—Tier Waiver Authority is based on consequence of non-compliance and approval authority (AFI 33-360, Table 1.1).

T—0 Requirement is external to the Air Force (requests for waivers must be processed through command channels to publication OPR for consideration).

T—1 Waiver Authority is MAJCOM/CC (delegable no lower than the MAJCOM Director), with the concurrence of the publication's Approving Official.

T—2 Waiver Authority is MAJCOM/CC (delegable no lower than MAJCOM Director).

T—3 Waiver Authority is Wing/DRU/FOA/CC (delegable no lower than Group/CC or equivalent).

Train—The act of teaching personnel to perform specific tasks. The act of training encompasses the set of events or activities presented in a structured or planned manner through one or more media for the attainment and retention of required KSAs. For purposes of this instruction, training is one of five basic advisor activities. Individuals performing air advisor activities may be expected to train partner nation military aviation forces to operate and sustain indigenous airpower resources and capabilities. This training enables foreign aviation forces to accomplish a variety of airpower functional tasks, roles, and missions and can provide a doctrinal or procedural foundation for military operations and activities. Training can be used to close specific gaps in foreign skills and to raise the partner nation level of competency.

Uncertain Environment—Operational environment in which host government forces, whether opposed to or receptive to operations that a unit intends to conduct, do not have totally effective control of the territory and population in the intended operational area. For purposes of this instruction, an *uncertain environment* is one of three operating environments established by the gaining C-MAJCOM/C-NAF or subordinate unit. A generally uncertain environment and an individual air advisor's exposure to the associated threat to security would drive this designation.

Air advisor training is tailored IAW this designation to ensure air advisors are capable of performing their mission in an uncertain environment.

Waiver—For purposes of this instruction, the term *waiver* applies when the appropriate agency authorizes, on a case-by-case basis, a request to deviate from an approved syllabus or course requirement.

Attachment 2

SAMPLE QUALITATIVE REQUIREMENTS

A2.1. Source. These sample qualitative requirements match those found in AFI 36-2201, *Air Force Training Program*, Figure A4-3.

A2.2. Task Performance Levels.

A2.2.1. Scale Value 1. The individual can do simple parts of the task. The individual needs to be told or shown how to do most of the task (extremely limited).

A2.2.2. Scale Value 2. The individual can do most parts of the task. The individual needs only help on hardest parts (partially proficient).

A2.2.3. Scale Value 3. The individual can do all parts of the task. The individual needs only a spot check of completed work (competent).

A2.2.4. Scale Value 4. The individual can do the complete task quickly and accurately. The individual can tell or show others how to do the task (highly proficient).

A2.3. Task Knowledge Levels.

A2.3.1. Scale Value *a*. The individual can name parts, tools, and simple facts about the task (nomenclature).

A2.3.2. Scale Value *b*. The individual can determine step-by-step procedures for doing the task (procedures).

A2.3.3. Scale Value *c*. The individual can identify why and when the task must be done and why each step is needed (operating principles).

A2.3.4. Scale Value *d*. The individual can predict, isolate, and resolve problems about the task (advanced theory).

A2.4. Subject Knowledge Levels.

A2.4.1. Scale Value *A*. The individual can identify basic facts and terms about the subject (facts).

A2.4.2. Scale Value *B*. The individual can identify relationship of basic facts and state general principles about the subject (principles).

A2.4.3. Scale Value *C*. The individual can analyze facts and principles and draw conclusions about the subject (analysis).

A2.4.4. Scale Value *D*. The individual can evaluate conditions and make proper decisions about the subject (evaluation).